

## **Director of Youth and Welcoming Ministries**

### ***Episcopal Church of the Transfiguration***

Episcopal Church of the Transfiguration seeks a passionate disciple of Jesus Christ, with a love for the Christian formation of youth, passion for inviting, welcoming, and connecting new people into the life of the church, and devotion to pastoral care of all people, to serve as Director of Youth and Welcoming Ministries (DYW). The DYW will direct the formation ministry for youth (grades 6-12) and coordinate the parish welcoming ministry. The position is full-time and reports directly to the Rector. Transfiguration is a large, dynamic, and inclusive church located in far north Dallas. Our mission is to seek and serve Christ in all persons, and we do that primarily through reverent worship, formative education, compassionate service, and sacrificial stewardship.

#### **Youth Ministry 60%**

During the 2017-18 program year, the youth ministry of Transfiguration averages roughly 25 students participating on Sunday morning, five students for weeknight programs, and 6 students enrolled in Confirmation (eligibility begins in high school). Yet we know that there are over 100 youth not currently involved in the program, and it is our goal to better serve them and invite them into fuller participation. The roles of the DYW with regard to youth ministry include:

- Direct Sunday morning youth formation, including the selection of curricula, preparation of the learning environment, and leadership of volunteer teachers
- Create and implement additional weekly programming for middle and high school youth to nurture the discipleship of youth, develop friendships, and foster community
- Recruit, equip, and train team of 12+ volunteers to assist with Sunday morning, weeknight programming, and additional events
- Tailor communication and organizational methods to maximize connection with the youth, parents, and volunteers
- Ensure that Safe Church guidelines are observed for all events to preserve the safety and well-being of youth and adults
- Provide pastoral care to all youth under the supervision of clergy team
- Develop additional special events and programs to cultivate deeper faith among the youth, grow their understanding of the Church, and support their overall Christian formation (e.g. outreach days, lock-ins, retreats)
- With the assistance of the Director of Operations, ensure the Youth Center is cared for appropriately and provides a welcoming environment for youth and adults
- Work with clergy to prepare youth candidates for Confirmation
- Collaborate with the entire staff on congregation-wide programs and events, and develop intergenerational opportunities for worship, formation, and fun
- Facilitate Youth Council, which is the body of middle and high school youth leaders appointed to guide the ministry
- Plan and lead all pilgrimages, mission trips, and other “off-site” experiences, including related fundraising efforts
- Manage the youth ministries budget

#### **Welcoming Ministry 40%**

Transfiguration welcomes hundreds of guests to worship and other events every year, and it is our goal to treat each one as though they are Christ. We seek to hone our welcoming and new member incorporation ministry to ensure that guests are not only treated hospitably, but also connected with meaningful relationships and ways to get involved. In the next few years we hope to better implement the principles of "Invite, Welcome, and Connect," to become more effective in retaining newcomers.

- Lead the welcoming ministries of Transfiguration, in coordination with team of 20+ volunteers
- Coordinate Visitor Center and recruit volunteers to serve as our primary greeters at all principle services
- Track all visitors and lead organized, multi-faceted response
- Create regular newcomer events to allow visitors to learn more about the church, meet leadership, and develop relationships
- Coordinate with Rector to create bi-annual "membership liturgies" to recognize when someone desires formalization of membership
- Coordinate with Director of Communication to ensure attractive, helpful print and digital resources are available for visitors

## **Qualifications and Credentials**

We are seeking a candidate who loves youth, has experience working with them in a formal setting (e.g. school, parish, camp), and is dedicated to their formation as disciples of Jesus. We are seeking a candidate who is enthusiastic about meeting new people and connecting them to the life of the church. We are seeking a candidate who is self-motivated and committed to excellence, and who is comfortable in a large church environment with a busy calendar and a variety of demands on their time. We are seeking a candidate who is joyful in spirit and humble in leadership, who understands that church is a community of diverse people brought together by Christ, and who recognizes that love is the foundation upon which we conduct our lives and ministry.

Candidates may come from a variety of backgrounds and current professions. Episcopal clergy are invited to apply, as are clergy from other Christian churches. Educators, program managers, communicators, and folks working in hospitality may also make good candidates. There are no specific educational requirements, though preference will be given to those who have shown a commitment to their faith and professional development.

## **Compensation**

Salary range is \$50,000 to \$65,000 commensurate with experience and education. All other benefits, including health insurance and pension, are defined by General Convention, the Diocese of Dallas, and the policies of Transfiguration.

## **Process**

Interested candidates may submit a resume, along with a cover letter that describes your vision for a healthy and flourishing youth ministry, and your experiences of an effective welcoming ministry, by June 1, to the Rev. R. Casey Shobe, Rector, at [cshobe@transfiguration.net](mailto:cshobe@transfiguration.net).